

Update

June 7, 2002



The newsletter of the
Virginia Municipal League

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Tax commission debates revenue neutrality issue

The joint subcommittee studying Virginia's tax code spent the better part of its May 29 meeting trying to agree on principles that will guide its efforts to revise state and local taxes. There was general agreement on the four main principles of equity, efficiency, adequacy and predictability, but some of the fine print was debated at length. The principle that received the most attention was adequacy, because it embodied both of the following notions: 1) that taxes must be sufficient to generate necessary services, and 2) that total state and local tax burden after restructuring should be approximately the same as it was before restructuring.

Sen. Charles J. Colgan questioned why, in light of what was known about the state's budget situation, the subcommittee should assume that its recommendations must be revenue neutral. Sen. Kenneth W. Stolle also questioned this assumption, arguing that it made more sense to begin by identifying what the state's needs are, and devising a tax structure that will meet those needs. Stolle said that the subcommittee should start by

looking at the budget that was passed this year, including the money that goes to localities as well as the "band-aids" that have been applied to them. He argued that until the subcommittee considers "who has to spend what," it couldn't begin to discuss revenue needs.

House Majority Leader H. Morgan Griffith took the opposite view, saying that tax restructuring should not become a "shell game for raising taxes," otherwise it would lose all credibility with the public. He argued that if the state needs to raise taxes to meet its needs, then that issue ought to be addressed separately. Sen. William T. Bolling agreed that revenue neutrality was essential. Del. Robert F. McDonnell, co-chair of the subcommittee, supported the revenue neutrality position, but said that new revenue tools for localities wouldn't necessarily violate that principle.

Ultimately, the subcommittee passed, with objections, principles that include revenue neutrality.

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Efficiency commission identifies need for planning

The Commission on Efficiency and Effectiveness appointed by Gov. Mark R. Warner and chaired by former Gov. L. Douglas Wilder appears to be focusing on procurement and information technology as areas where efficiencies and savings can be achieved. The commission is also drawing attention to the need for better long-range planning at the state level.

At the May 28 meeting, commission member John O. Wynne presented a preliminary report from the work group charged with developing guiding principles

for the commission. One of the group's findings is that Virginia's lack of a long-term planning process makes it difficult to make good choices about investments and the revenues needed to support them. Also, without clear long-term objectives, it is impossible to determine the effectiveness of the services being provided. Without defined objectives, it is possible that the state would be efficient, but would be doing the wrong things. The group is attempting to

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FROM THE CAPITOL**Tax commission continued...**

The subcommittee has been divided into two groups. Task Force 1 is focusing on income tax, personal property tax and telecommunications taxes. The next meeting of the task force is June 24 at 1 p.m. in House Room C. Members of Task Force 1 include Sen. Emmett W. Hanger (co-chair of the committee), Sens. Stolle, Bolling and Colgan, Dels. Harry J. Parrish, William J. Howell, Johnny S. Joannou, Allen L. Louderback, Secretary of Finance John M. Bennett, Tax Commissioner Kenneth W. Thorson and citizen member John H. Rust Jr.

Task Force 2 is focusing on sales tax, BPOL tax, service charges, enterprise zone tax credits and issues related to Standards of Quality funding and service responsibilities generally. At its first meeting the task force discussed existing sales tax exemptions and the feasibility of applying

the tax to services. Del. McDonnell also made it clear that he is interested in finding a way to eliminate the BPOL tax while replacing the lost revenue. The next meeting of the task force is June 26 at 1:00 p.m. in House Room C.

Members of Task Force 2 include Dels. McDonnell and Griffith, as well as Dels. Phillip A. Hamilton, Joseph P. Johnson, Jr., and Kenneth R. Melvin, and Sens. Kevin G. Miller, Walter A. Stosch, and Mary Margaret Whipple. The Secretary of Finance and the Tax Commissioner serve on this task force as well, along with citizen member Robert Scott, a C.P.A. from Hampton who was recently appointed to the subcommittee.

More information about the subcommittee's work can be found on its web site: www.dls.state.va.use/taxcode.htm. ❖

Efficiency commission continued...

identify various indicators that would allow it to compare Virginia to other states.

Wynne said he was encouraged by the willingness of both Democrats and Republicans to seriously consider the need for long-term planning. He asked Sen. Walter A. Stosch to comment on the efforts that Stosch and Speaker of the House S. Vance Wilkins Jr. have undertaken regarding a vision for Virginia. Stosch said they have been discussing the value of long-term strategic planning, and the end goal is a plan that can be articulated to the public. He noted the lack of consistency in the public's mind today regarding service expectations and the money required to support the services.

Wynne observed that in an ideal world a plan for Virginia would be so well-developed and articulated that candidates for office would essentially run for or against it. Such a plan would give a governor and the General Assembly a vision with broad support that they could work on together. Absent such a plan, the state takes dollars from one place to give them to another or relies on "efficiencies" to meet its needs.

The most significant comment Wynne made was that all of the groups that belong to the Virginia Business Coalition now believe that before addressing whether the state needs additional revenue, a strategic plan for the state should be developed.

Regarding specific opportunities for efficiencies or savings, procurement and

information technology appear to offer the greatest potential. The procurement work group offered a detailed briefing on Virginia's current system. An executive on loan from Capitol One worked with state agency staff to analyze current spending patterns. Expenditures for construction and plant maintenance were thought to offer one of the best opportunities for savings. It was noted that a certain amount of investment in technology would be required to achieve this potential. Former state Sen. Hunter Andrews said he didn't want to overlook local government savings that could be achieved through changes in procurement.

Vice Chairman Nigel Morris said that he and Wilder believed that information technology is one of the most critical areas that the commission must address, and that more information about this area would be provided at future meetings.

The commission will hold its next meeting June 14 in Roanoke. By then each of the work groups is expected to narrow the opportunities in its respective areas to 1 to 2 items and develop a business case for its recommendations. When the commission meets July 15 in Richmond, it will further narrow its focus, with the intent of ultimately identifying three or four significant recommendations.

Information about the commission can be found on its web site at (<http://www.governor.state.va.us/Initiatives/EffCommission/EEHome.htm>). ❖

FROM THE CAPITOL

Harris: Implement JLARC education recommendations



The state should implement the recommendations made by the Joint Legislative Audit and Review Commission in its study of educational funding, according to testimony presented by VML President F. Woodrow Harris at the May 23 meeting of the Standards of Quality Committee of the State Board of Education.

Harris said that the Tier 1 recommendations and a major portion of the Tier 2 recommendations reflect current educational policies and provide the resources necessary to meet the current Standards of Quality, Standards of Accreditation and Standards of Learning. Implementation of the recommendations would include support for a realistic number of instructional administrative staff positions, including elementary resource teachers, assistant principals, guidance counselors, technology assistants and positions necessary to reflect the lower class sizes at the elementary and secondary level that are already in place.

Harris also urged the board to develop realistic estimates of the costs of the SOQ and to forward those to the administration and the General Assembly. Harris pointed

out that localities are hurt in two ways: local governments fund at least 18,000 positions beyond those funded by the state, and local governments, for the most part, have provided salary increases that are not included in the base salary figures used by the state.

Harris emphasized that local governments' commitment to education was well documented by JLARC. In FY2000, Virginia ranked 13th in the nation in terms of the average percentage contribution to education made from local funds. In contrast, Virginia ranked 40th in the nation in terms of state contributions.

In addition to the league, the Virginia Association of Counties and the Coalition for Education Funding presented testimony at the May 23 meeting. This meeting was the final of a series of public hearings that the SOQ committee held in April and May across the state. A number of local governments and school divisions testified at the regional meetings, and public comments will be accepted until Sept. 1. For more information on submitting testimony, visit the State Department of Education's web site at <http://141.104.22.210/VDOE/NewHome/pressreleases/apr2502.html>. ❖

State commission, VML take up biosolids issue

The Commission on the Future of Virginia's Environment met on May 28 for a background briefing on the land application of sewage sludge (biosolids.) The meeting was a prelude to the commission's developing its recommendation to the General Assembly on Senate Bill 618, controversial legislation that was carried over from the 2002 session. The bill provides authority for localities to enact ordinances that prohibit, restrict or regulate the land application of biosolids.

VML opposes SB 618, because allowing localities to ban the land application of biosolids would greatly reduce the options and increase the costs for biosolids disposal. Instead, the authority to permit land application should remain with DEQ and the Health Department. VML supports compromise legislation worked out by the 2001 General Assembly allowing localities to monitor application within their jurisdictions. As a result, the Health Department has worked with representatives of local governments as part of an Ad Hoc Advisory Committee to develop a fee program to pay for the local

costs of testing and monitoring. The proposed fee program was approved for public comment at the department's April 26 meeting.

VML's policy position supports recycling of biosolids on agricultural lands, a disposal option that uses wastewater residuals as an environmental resource to enrich soil. Currently, biosolids disposal methods include land application, landfilling, and incineration. According to the Health Department, about half of the biosolids generated in Virginia are land applied, 20 percent are incinerated, and the remainder is landfilled. Most cities, towns and some counties are biosolids generators. Some are both generators, and receivers. The League's position on SB 618 is that while the State needs to continue to permit (approve or disapprove) land application of wastewater treatment residuals, localities should be able to monitor permit compliance within their jurisdictions. Localities that receive biosolids are concerned about improper management of biosolids applications by applicators, as well as odors, runoff

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FROM THE CAPITOL

Biosolids continued...

and other potential consequences of land application.

The purpose of the May 28 meeting was to solicit educational input from EPA and DEQ, local governments, biosolids applicators, and the farming community. The Commission worked through only about half of its agenda, and did not hear from VML's representatives. The chairman continued the remainder of the scheduled presentations to its next meeting on June 18, from 1 p.m. until 4 p.m. Due to the complexity and controversy sur-

rounding biosolids, the Commission will appoint a subcommittee to develop recommendations. Bolling explained that the subcommittee would work thru the summer and submit its recommendations to the Commission in September. The recommendations would be advertised to the public in October, and the Commission would take action in November, in time for the 2003 session.

VML's Environmental Steering Committee will meet on June 14 to address biosolids and other environmental issues. ❖

New VRS chair, board members appointed

Gov. Mark Warner appointed Alfonso "Al" Samper chairman of the Board of Trustees of the Virginia Retirement System on May 31. Samper was originally appointed to the VRS Board last year. He is a senior vice president at Wachovia Securities, and previously served as assistant state treasurer (1992-93) and director of accounting and administration at the Virginia Department of the Treasury (1986-92).

In April, Warner appointed Vernard W. Henley of Richmond to the board. Henley is the former chairman of Consolidated Bank & Trust Co., where he was responsible for the \$9 million employee pension fund. Henley retired last year after 50 years in banking. Henley succeeds R. William Bayliss III, who was ineligible for reappointment.

The Joint Rules Committee of the General Assembly has appointed a corporate executive-turned-high school teacher as the teacher appointee to the Board of Trustees. Raymond B. Wallace Jr.'s five-year appointment to the VRS

Board of Trustees will have to be confirmed by the 2003 session of the General Assembly. He was a teacher at Mills Godwin High School in Henrico County. Wallace was the committee clerk to the House Counties, Cities and Towns Committee during the past legislative session. Elise L. Emanuel, who previously served as the teacher representative on the board, was not eligible for reappointment.

In February, Warner appointed J. Douglas Conway Jr., an employee of the Henrico County Division of Fire since 1979, to Forrest Matthews' unexpired term on the VRS board. A past president of the Henrico Professional Firefighters Association and a former director of the Virginia Professional Firefighters Association, Conway has been a VRS member for 24 years. Conway serves as the local government representative on the board. Matthews, formerly director of finance for Henrico County, was the local government representative until his appointment as executive director of VRS earlier this year. ❖

REGULATIONS

Proposed Regulations

Virginia Pollutant Discharge Elimination System (VPDES) General Permit Regulation for Discharges of Storm Water from Construction Activities. The State Water Control Board has proposed regulations that the EPA Phase 2 storm water regulations require small construction activities to apply for VPDES permit coverage. Small construction activities include clearing, grading and excavation that

results in land disturbance of equal to or greater than one acre and less than five acres. Small construction activity also includes the disturbance of less than one acre of total land area that is part of a larger common plan of development or sale if the larger common plan will ultimately disturb equal to or greater than one and less than five acres. Storm water discharges from small construction activities require permit authorization by March 10, 2003, unless designated for coverage before then. Small construction sites would be "designated for coverage:

as soon as this amendment becomes effective. Some of the revisions include: 1) added a definition of "construction activity" to make it clear that the term included both "industrial activity" and "small construction activity;" 2) modified the first part of the definition of "final stabilization" to make it consistent with Minimum Standards #3 from the Department of Conservation and Recreation's Erosion and Sediment Control Regulations; 3) revised the definition of "industrial activity" to

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REGULATIONS

make it consistent with the revised definition in the VPDES Permit Regulation, and added a definition for "small construction activity;" 4) added the definition of "point source" to the regulation to clarify this term; 5) added a waiver provision that allows small construction sites to be exempted from the permitting requirements if a total maximum daily load has been developed that shows, for the pollutants of concern, that storm water controls are not needed to protect water quality; 6) added a section to the regulation on "qualifying state, tribal and local programs" that allows permittees to incorporate qualifying programs (such as local erosion and sediment control programs) by reference into the Storm Water Pollution Prevention Plan (SWPPP) required by the permit. If the qualifying program does not contain all of the elements required by the permit SWPPP, then the permittee must develop the missing elements and include them in the SWPPP; 7) modified the permit authorization to add "small construction activities" to the authorized discharges; 8) modified the permit part III "biolerplate" to incorporate the new "signatory requirements" section from the VPDES Permit Regulation. Public hearings will be held. Contact Burton Tuxford, Department of Environmental Quality, at 804/698-4086 for additional information.

General Virginia Pollutant Discharge Elimination System (VPDES) Permit Regulation for Discharges of Storm Water from Small Municipal Separate Storm Water Systems. The Department of Environmental Quality has proposed regulations that require small municipal separate storm sewer systems (small MS4's) in urbanized areas to apply for VPDES permit coverage by March 10, 2003. Small MS4's include

systems owned or operated by municipalities, federal facilities, state facilities, and universities. The term does not include separate storm sewers in very discrete areas, such as individual buildings. This general permit regulation establishes standard language for control of storm water discharges from small MS4's through the development, implementation and enforcement of a Storm Water Management Program (SWMP) to reduce the impacts of the storm water discharges on the receiving streams to the maximum extent practicable. The SWMP will require that that small MS4 identity best management practices (BMP's) to control storm water discharges, and measurable goals for each identified BMP for each of the following six minimum control measures: i) public education and outreach on storm water impacts; ii) public involvement/participation, iii) illicit discharge detection and elimination, iv) construction site storm water runoff control, v) post-construction storm water management in new development and redevelopment, and vi) pollution prevention/good housekeeping for municipal operations. The general permit regulation requires that the permittee evaluate program compliance, the appropriateness of the identified BMP's, and progress towards achieving the identified measurable goals. The permit also requires the permittee to submit annual reports to DEQ by the first, second and fourth anniversaries of the date of coverage under the permit. Public hearings will be held on the regulation. For additional information, contact Burton Tuxford, Department of Environmental Quality, at 804/698-4086 or email him at brtuxford@deq.state.va.us

Final Regulations

Waterworks Regulations. The State Board of Health has proposed amend-

ments to implement higher standards in the treatment of surface water and stricter standards for disinfectants and disinfectant byproducts in drinking water as required by the Environmental Protection Agency. The amendments conform the Virginia Waterworks Regulations to the 1996 amendments to the federal Safe Drinking Water Act. For additional information, contact Elizabeth Crocker, Department of Health, at 804/31-2885.

Rules and Regulations for the Licensure of Facilities and Providers of Mental Health, Mental Retardation and Substance Abuse Services.

The State Board of MHMRSAS has proposed regulatory action to repeal the existing licensure regulation (12 VAC 35-102) and case management certification regulation (12 VAC 35-170) and replaces them with a new regulation (12 VAC 35-105). Some of the new regulations include: 1) incorporates the process of licensure including the issuance of variances and sanctions; 2) reflects changes in statute such as background checks on staff; 3) raises program director and supervisor regulations; 4) establishes requirements for earlier assessments and service planning and sets more specific requirements to fulfill the current expectation that programs be able to adequately respond and care for the medical needs of individuals receiving services; 5) addresses additional types of services offered by providers; 6) requires physical separation for children and adults in residential and inpatient programs. For a complete list of changes and revisions made to the proposed regulations as a result of public comments, contact Leslie Anderson, DMHMRSAS, at 804/371-6885. ❖

AT THE LEAGUE

Legislative committee considers tax restructuring, education funding

VML's 2002-2003 Legislative Committee spent the better part of its first meeting discussing tax restructuring and education funding, two issues that are likely to feature prominently in the 2003 General Assembly. The committee discussed various ways to address these issues, and directed staff to explore these approaches and return with

additional information at the Sept. 5 meeting.

The committee also revisited several issues that arose during the past legislative session. They included tipping fees, biosolids and manufactured housing.

The committee reaffirmed its position regarding tipping fees, which says that

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AT THE LEAGUE**Legislative Committee continued ...**

"VML advises the state against imposing a municipal solid waste tipping fee or surcharge without first developing reasonable and equitable allocation formulas and without first examining and understanding the impact such a fee will have on local governments."

The committee expressed some sympathy regarding the rights of local governments to determine whether biosolids may be applied in their jurisdictions. VML has opposed past attempts to allow localities to regulate biosolids, because many of its members are solid waste generators that need to be able to dispose of biosolids, or sludge. The Legislative Committee has referred this

issue to the Environmental Quality Policy Committee for further study.

The committee also discussed the manufactured housing bill that was carried over to the 2003 session. The bill would limit a locality's ability to deny a property owner the right to locate a manufactured home on a residential lot without going through a zoning approval process. Committee members are strongly committed to the preservation of local zoning authority, but they have asked the General Laws Policy Committee to identify the types of limitations on current authority that local governments might be willing to accept. ❖

DeStefano to speak at VML Annual Conference

Mayor John DeStefano Jr. of New Haven, Conn., will deliver a keynote address at the opening session of the 2002 VML Annual Conference, to be held Oct. 20-22 at the Norfolk Waterside Marriott. The opening session will be held Monday, Oct. 21, beginning at 9 a.m. at the hotel's conference center.

DeStefano is first vice president of the National League of Cities, and is in line to serve as president in 2003. He is a five-term mayor of New Haven. A lifelong resident of New Haven, DeStefano served in city government for more than 10 years as deputy controller, chief administrative

officer, and development administrator before being elected mayor. DeStefano is working with NLC's advisory committee to create an initiative that will help cities promote successful early childhood success. Other workshops on this theme will be offered during the conference.

Gov. Mark Warner also has been invited to deliver a keynote address at the conference.

Conference registration information and hotel reservation information are included in the June issue of *Virginia Town & City* and in future editions of *Update*. ❖

ETCETERA**Reminder: Public-Private educational facilities conference is June 12**

Don't forget to register for the day-long conference in Richmond June 12 on the new Public-Private Educational Facilities and Infrastructure Act adopted by the 2002 General Assembly. The conference is sponsored by McGuireWoods Consulting in association with VML and five other organizations whose members are affected by the act.

The conference will be held in the Performing Arts Center on the campus of Virginia Commonwealth University in Richmond. Registration will begin at 9 a.m. The conference is scheduled to run from 10 a.m. until 4 p.m. Lunch will be provided. A reception will be held immediately following completion of the conference.

SB681 promotes innovative alternatives to traditional procurement, financing and transaction structures for public school

buildings, higher education facilities and other state and local infrastructure. McGuireWoods attorneys and consultants drafted the legislation at the request of the bill's patrons, Sen. Walter Stosch and Del. Preston Bryant, and worked closely with Gov. Mark R. Warner and his staff to develop this flexible new vehicle for constructing and renovating public facilities.

The day-long conference will explore this new law's potential, and will put state and local officials in touch with private firms and other experts experienced in assembling public-private partnerships.

The tentative agenda includes:

- Remarks by Sen. Stosch
- Remarks by Gov. Warner
- Remarks by Attorney Gen. Jerry Kilgore

Kilgore

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ETCETERA**Conference
continued ...**

- Practical "how-to" discussion led by the bill's drafters
- Panel on public-private financing structures
- Panel on public-private success stories in other states
- Panels exploring capital needs and solutions for public school systems,

colleges and universities, public authorities and local governments.

To register, or for more information, go to www.mwcllc.com/events/default.asp.

Contact: Rose Marie Owen at McGuire Woods Consulting, 804/775-1923, or via e-mail at rowen@mwcllc.com. ❖

POSITIONS**Longer version of job ads
posted at www.vml.org**

Because of the number of requests it receives to publish job advertisements, VML reduces the length of the of position descriptions in *Update*. A full version of all of the job listings published here appears on VML's web site at www.vml.org. Visit the VML site and click on "Marketplace" to read the complete description.

**Employment/Diversity
Specialist, James City County**

SALARY: \$33,329 negotiable DOQ. Work with depts. to attract and recruit qualified applicants for vacant positions. Review employment and other practices/policies to ensure they support an open, honest and equitable workplace, with emphasis on valuing diversity and fostering inclusion. Research and develop policies; develop and conduct training; facilitate problem-solving/conflict resolution. Demonstrated excel. presentation, writing and interpersonal skills and proven consulting and collaboration skills. Innovative and flexible with attention to detail. Must have understanding of regulations and professional standards/practices related to employment and EEO/AA. Bachelor's degree in human resource management, organization development, business, public administration, or related field; exper. in employment law, minority recruitment, policy review and development, coaching and counseling, mediation, organization development and training; or any equiv. comb. of educ. and exper. that provide the knowledge, abilities and skills cited above. Completed James City County application form is req. and may be obtained by calling 757/253-6736; downloading the form from the Internet at www.james-city.va.us; or by writing Human Resource Department, P.O. Box 8784, Williamsburg, VA 23187-8784. Deadline: June 28. EOE.

**Information Officer III,
Fairfax County**

SALARY: \$45,388-\$60,517 DOQ. Serves as a senior public information professional responsible for developing, planning and executing comprehensive public information programs and managing media relations in Office of Public Affairs. Diverse and responsible position requiring initiative, creativity and innovation. Reqs. extensive contact with board of supervisors, county executive, media, citizens and community businesses and organizations. Serve as supervisor of the Public Information Branch of the Office of Public Affairs; serve as information consultant for county agencies; prepare and provide sensitive information to media and at times serve as county spokesperson; coordinate special events; write, edit and manage publications. Min. qualifications: Graduation from college with degree in public relations, journalism, communications, government, public administration or a related field and 6 yrs. of progressively responsible exper. in public information, public relations, or a related field. Preferred qualifications: Experience in implementing comprehensive public info. programs and exper. in media relations; strong communication skills; exper. supervising professional staff; ability to establish and maintain effective working relationships; knowledge of local gov't.; agency exper. and bilingual a plus. Resume and resume attachment form to: Fairfax County Application Center, 12000 Government Center Pkwy. Suite #170, Fairfax, VA 22035. Attachment form at: http://www.co.fairfax.va.us/jobs/sup_frm.htm. Deadline: June 14.

Police Officer, Dumfries

SALARY: \$31,868 DOE. Perform responsible protective work in Police Department and related work as req. under regular supervision. Must possess valid Va. driver's license. Reqs. certification as a qualified Va. police officer by a recognized training academy. Application with resume to: Chief of Police, Dumfries Police Department; P.O. Box 56, Dumfries, VA. 22026. Open until filled. EOE.

**Assistant Town Manager' /
'Community Development
Director, Rocky Mount**

SALARY: DOQ/DOE (+) benefits. Responsibilities include marketing and promotion of state-recognized enterprise zone, CBD revitalization and redevelopment, neighborhood development and housing rehabilitation, grant writing and mngmnt., planning and zoning administration, special event planning. Resume, cover letter, salary history and professional writing sample to: Town Manager Keith Holland, 345 Donald Ave., Rocky Mount, VA 24151. Town application form also req. and may be requested by calling Cindy Perdue, internal services administrator at 540/483-5243 or online at www.rockymountva.org. Deadline: June 21. EOE.

**Correctional Health Assistant,
Western Tidewater Regional Jail**

SALARY: DOQ. Screen, conduct sick call, draw blood, interpret routine lab tests and work independently in a medical department in care of inmates. Reqs. CPR certification. Must provide prior exper. Retired IDCs/Medics and LPNs encouraged to apply. Applications at Western Tidewater Regional Jail, 2402 Godwin Blvd., Suffolk, Va. 23434. Contact: Deputy Superintendent Ronald Matthews, 757/539-3119. Open until filled. EOE.

**Director of Tourism and
Economic Development,
Nelson County**

SALARY: \$34,707-\$61,244 DOQ. Key member of management team who reports directly to county administrator. Direct, plan and organize tourism and economic development functions. Supervise clerical and visitor center personnel. Liaison to county, state and regional agencies that support county gov't. Resume w/min 3 references and salary reqs. to: Nelson County Administrator, P.O. Box 336, Lovingson, VA 22949. Completed county application form req. Open until filled. EOE.

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POSITIONS

Director of Streets, Lynchburg

SALARY: \$48,630-\$75,462 DOE/DOQ. Effectively allocate and manage resources for infrastructure, capital improvement and operational needs; establish and support a customer service culture; support innovative approaches to operations. Master's degree and/or PE preferred. Detailed resume, including salary history and names and phone numbers of 5 work-related references, to: Office of Human Resources, 900 Church St., Lynchburg, VA 24504. Phone: 434/847-1315, Fax: 434/845-4304. E-mail: beth.mcdaniel@lynchburgva.gov. (# 6315 – 1) Open until filled. EOE.

Manager of Accounting Services, Roanoke

SALARY: \$56,200-\$70,000 DOQ. Oversees accounting and payroll systems. Supervises staff of the accounting, accounts payable and payroll functions. Establishes and oversees financial and accounting policies. Responsible for selection, installation, and oversight of accounting and payroll systems and procedures. CPA preferred. Apply via Internet at www.roanokegov.com, City of Roanoke, Department of Human Resources, 215 Church Ave. SW, Room 207, Roanoke, VA 24011. Open until filled. EOE.

Combination Inspectors (Plumbing/Mechanical and Electrical), Williamsburg

SALARY: \$24,570-\$31,000 DOQ. Recruiting 2 comb. inspectors. One position primarily responsible for plumbing/mechanical and one position primarily responsible for the electrical enforcement of the VUSBC for construction and property maintenance. Job descriptions and application available in city manager's office, 401 Lafayette St., Williamsburg, VA 23185, or call 757/220-6105 (TTY 757/220-6108) Open until filled. EOE

Human Resources Management Analyst, Hampton

SALARY: Negotiable FT (+) benefits. Coordinates, supports activities and functions of the HRIS initiatives. Serves as authoritative source of info. and participates in implementation, maintenance and reporting needs of the HRIS system. Submit city application to: Department of Human Resources, 4th fl, City Hall, 22 Lincoln St., Hampton, VA 23669 or e-mail hrdept@hampton.gov. Contact: 757/727-

6345 or FAX 757/727-6449. Visit www.hampton.gov/hr. Open until filled. EOE

Client Server, Hampton

SALARY: \$43,001 FT (+) benefits. Installs, configures and troubleshoots computer servers, databases, applications and association assemblies. Firewall and web technologies a plus. Some GIS exper. preferred. Acceptable comb. of educ. and exper. may be considered for specific reqs. outlined above. Apply: Submit city application to: Department of Human Resources, 4th fl, City Hall, 22 Lincoln St., Hampton, VA 23669 or e-mail hrdept@hampton.gov. Contact: 757/727-6345 or FAX 757/727-6449. Visit www.hampton.gov/hr. Open until filled. EOE.

Quality Coordinator, Chesterfield County

SALARY: \$44,068-\$75,252 negotiable DOQ (+) benefits. (Pop. 265,000) Lead "Total Quality Improvement" system that reflects county's dedication to excellence in customer service, employee involvement and innovation. Responsible for overall implementation of the quality system. Submit county application to: Chesterfield County, Human Resource Management Department, 9901 Lori Road, P.O. Box 40, Chesterfield, VA 23832. Applications and additional info: 804/748-1551 or www.chesterfield.gov/jobs. #02-582. Deadline: June 27. EOE.

Community Development Planner, Warrenton

SALARY: DOQ (+) benefits. (*readvertised*) Performs technical and professional work in planning/zoning and economic development. Planning activities account for appx. 80 percent of position, including review of site and subdivision plans, special use permits and rezoning applications. Maintains and staffs historic preservation program; writes and administers grants. Applications or resumes to: Personnel Director, Town of Warrenton, P.O. Drawer 341, Warrenton, VA 20188 (18 Court St., Warrenton, VA 20186). Applications may be printed from web site; www.townofwarrenton.com. Open until filled. EOE

Water Resources Management Administrator, Chesapeake

SALARY: \$57,363 negotiable DOQ. Oversees operation and maintenance of water treatment plant, distribution system

and laboratory to ensure adequate water supply, pressure and compliance with regs. and laws. Responsible for staff supervision, training, planning, maintaining water quality compliance, identifying improvement projects, merging improvements into operating system, budgeting and reporting. Must possess Va. professional engineering license. Apply: City of Chesapeake, P.O. Box 15225 Chesapeake, VA 23328. E-mail: selection@pers.city.chesapeake.va.us Web: www.chesapeake.va.us. #03110201. Open until filled. EOE.

Storm Water Engineer, Norfolk

SALARY: \$52,563-\$92,511 (+) benefits. Plan, direct and review activities of Storm Water Division. Directs daily division activities. Must have good computer, communications, PR and organizational skills. Norfolk residency within 6 mos. of employment. Apply: City of Norfolk, Department of Human Resources, City Hall Room 100, Norfolk, VA. 23501. #2328. . Internet: www.norfolk.va.us. Deadline: June 18. EOE.

Tax Field Auditor, Winchester

SALARY: \$31,553. Possess considerable knowledge of business accounting and state and local codes related to taxes, licensing and auditing. Duties include auditing and reviewing of business establishments to determine compliance with tax and business laws; issuing notice of delinquent licenses fees and taxes; working with the city attorney in taking legal action against violators; auditing business' personal property returns. Apply: Administration Department, Rouss City Hall, Winchester, VA 22601. 540/667-1815 ext. 449. TDD 540/722-0782. EOE.

City Planner, Lynchburg

SALARY: \$44,220-\$68,619. (Pop. 65,000) Oversee staff of 3 planners; supported by award-winning staff, ordinances and state-of-the-art GIS. Work closely with director of the department, strategic planner and others addressing planning. Opportunities range from new development to neighborhood redevelopment to major corridor improvements. Send resumes to: City of Lynchburg, 900 Church St, Lynchburg VA 24505 or send e-mail to: beth.mcdaniel@lynchburgva.gov. Contact: 434/847-1315 or above e-mail address. #2035-1. Open until filled. EOE.

Continued on page 9

POSITIONS

Director of Streets/ Maintenance, Purcellville

SALARY: \$54,872-\$81,071 to start DOE (+) benefits. Oversee Maintenance Department, which is responsible for maintenance of all streets, stormwater mngmnt., mowing and maintenance of water and sewer distribution and collection systems. Reports to town manager and serves as member of mngmnt. team. Must possess CDL or have ability to receive one within 6 mos. Send cover letter describing skills and exper., accompanied by resume, to: Town Manager Robert W. Lohr Jr., Town of Purcellville, 130 E. Main St., Purcellville, VA 20132. Open until filled. EOE.

Project Manager (Office of Economic Development), Danville

SALARY: \$42,091 min. DOQ. Perform complex professional sales work developing and managing business contacts designed to attract new jobs and investment. Must have comprehensive knowledge of sales/marketing principles and methods, and of the economic development process. Resume with salary history to: City of Danville Human Resources Department, P.O. Box 3300, Danville, VA 24543 or see web site to access a city application: www.ci.danville.va.us. Expected start date July 1. Open until filled. EOE.

Director of Finance, Rockingham County

SALARY: DOQ/DOE. Reports to county administrator; key member of mngmnt. team. Coordinate financial activities with administrator, superintendent of schools and treasurer. Outstanding knowledge of accounting and payroll software necessary. Extensive knowledge of govt. accounting req. Apply at county administration center or mail resume and references to: Department of Human Resources, Rockingham County, P.O. Box 1252 Harrisonburg, VA 22803. Completed county application req. Download at www.co.rockingham.va.us and submit with resume. Open until filled. EOE.

Community Development Director, Manassas

SALARY: \$71,850-\$93,405. Researches, plans, directs, organizes and administers program providing leadership and direction to Community Development Department; maintains and updates comprehensive land-use plan; manages development, zoning and redevelopment; promotes economic

development and redevelopment under direction of city manager. AICP certification preferred. Apply: Department of Human Resources, 9027 Center St., Room 302, Manassas, VA 20110. FAX: 703/257-5827. E-mail: hr@ci.manassas.va.us. Open until filled. EOE.

Wastewater Treatment Plant Operator, Culpeper

SALARY: \$22,004-\$37,469 DOQ (+) benefits. Responsible for daily operation of wastewater treatment facility under direction of chief operator. Reqs. possession of, or ability to obtain within 1 yr., a Va. wastewater operator certification. E-mail resumes to cwallcraft@erols.com, or mail to: Environmental Services Director, 118 W. Davis St., Culpeper, VA 22701. For additional info. and to receive a req. application, contact web site: www.culpeper.to or call the Environmental Services Department at 540/825-8671. Open until filled. Apply immediately. EOE.

Executive Director, Hanover County Community Services Board

SALARY: \$79,248-\$126,797 (+) benefits. (Pop. 90,000) Direct comprehensive program of mental health, mental retardation, and substance abuse services to residents through management of \$7.6 million annual bdtg. Reports to Community Services Board and county administrator. Submit Hanover County application and resume to: Department of Human Resources, P.O. Box 470, Hanover, VA 23069. Tel: 804/365-6075. (Hearing Impaired 804/365-6140). Position no. #98100. Open until filled. EOE.

Assistant County Administrator, Dinwiddie

SALARY: \$53,860 to start. Under direction of county administrator, assists in administration of county affairs. Functions as economic development officer and chief of the Division of Planning and Community Development. County application along with resume including references and brief salary history to: Office of the County Administrator, Pamplin Administration Building, 14016 Boydton Plank Road, Dinwiddie, VA 23841. County application along with a full job description may be obtained at same address or e-mail your request to dincntv@techcom.net or by calling 804/469/4500. Open until filled. EOE.

Police Chief, Emporia

SALARY: \$50,151-\$70,862 (+) benefits. Leads law enforcement functions under

direction of city manager; manages \$2M bdtg. w/ 26 sworn police officers and 36 total employees. Reqs. bachelor's degree in related field w/ leadership exper. in law enforcement or 7 yrs. progressively responsible law enforcement leadership exper. as a chief, deputy chief, or other high leadership position. Detailed resume w/ cover letter & at least 3 professional references to: Mercury T. Payton, Assistant City Manager, P.O. Box 511, Emporia, Va. 23847. Fax, 434/634-0003; phone, 434/634-3332. E-mail: mercury.payton@ci.emporia.va.us. Application must also be completed for consideration. Application review starts June 10. Open until filled. EOE.

Building Official, Dumfries

SALARY: \$34,032-\$47,664 DOQ (+) benefits. Reqs. comprehensive knowledge of BOCA building code; ability to interpret blueprints and architectural designs; thorough knowledge of code enforcement legal procedures. H.S. diploma or equiv.; supplemented by courses in structural engineering or related field and/or any equiv. exper. & training is req. Building official certification req. within 1 yr. from hire date. Cover letter, resume and employment application to: Town of Dumfries, Attn: Mr. Wilkins, P.O. Box 56, Dumfries, VA 22026. Applications available at Dumfries Town Hall, 17755 Main St. or call 703/221-3400. Open until filled. EOE.

Director of Information Resources, Fauquier County

SALARY: \$51,521 min. to start (+) benefits. Direct Information Resources Department; plan/direct activities involving info. systems development, systems administration, network administration and technical support for info. systems of county depts. Submit county classified application form to: Fauquier County Human Resources Department, 320 Hospital Drive, Warrenton, VA 20186. Assistance: 540/428-8702. Fax: 540/349-3133. www.fauquiercounty.gov. (Applications on web site.) EOE.

DEADLINE: *The deadline for placing a job advertisement in the next issue of Update is Friday, June 14. Submit ads via e-mail to David Parsons at: dparsons@vml.org. You may also submit via FAX at: 804/343-3758. VML publishes job advertisements at no cost to its local government members. Non-members are charged a flat rate of \$25 per ad per issue, which includes posting on VML's web site and publication in Virginia Town & City (deadlines permitting). VML edits position descriptions in printed publications because of space limitations.*

CALENDAR

Virginia Department of Business Assistance Seminar, June 19, Roanoke

June seminar at Hotel Roanoke & Conference Center will focus on Virginia's Target Industries. Attendees will hear about the industries that Virginia targets and why. Local strategies and experiences in attracting target industries will be shared. Terrell B. Jones, president and chief executive officer of Travelocity in Forth Worth, Texas, will be the luncheon speaker. Jones will speak about the challenges and opportunities for the company's growth in Clintwood, Va. For registration, go to: www.dba.state.va.us. Cost: \$50. Contact: bhughes@dba.state.va.us or 804/371-8215.

Brownfield Redevelopment Technical Workshop, June 27, Henrico County

Sponsored by the Virginia Chapter of the Soil and Water Conservation Society. Speakers, case studies and panel discussions, including variety of environmental and legal topics. Cost: \$25-\$35. Registration deadline: June 20. Contact: Stu Wilson at the Department of Conservation and Recreation 804/786-4382 or swilson@dcr.state.va.us.

Conference for Newly Elected Municipal Officials, July 10-12, Charlottesville

Designed primarily for newly-elected officials, but incumbent office holders and staff are encouraged to attend as well. Concurrent sessions so workshops can be targeted more directly to larger and smaller communities. Topics to include: holding productive council meetings, council/manager relations, mayor/council relations (for jurisdictions without a manager), freedom of information and conflict of interests, public officials liability, budgeting, land use and team-building. Registration forms will be sent to key officials and to newly elected officials following May elections. Registration: \$170 includes copy of *Handbook for Virginia Mayors and Council Members* and other handouts, as well as most meals. Location: Omni Hotel, 213 W. Main St. in Charlottesville. Sponsored by VML, Weldon Cooper Center at U.Va. and Va. Tech Extension Division. VML contact: Mary Jo Fields at 804/649-8471 or mfields@vml.org.

APWA International Public Works Congress & Exposition, Sept. 22-25, Kansas City, MO

Learn about the latest technical and managerial information in the public works profession. APWA's annual congress showcases the best ideas in the profession. Education sessions, administration, best practices, equipment showcase and much more.

Managing Performance 2002 Annual Conference, Sept. 25-27, Austin, TX

Sponsored by *Governing Magazine*. Annual management conference attracts leaders from all areas of government. For more information now, call, fax or e-mail The Conference Department, P.O. Box 189, Winchester, MA 01890: Phone: 781/729-8611. E-mail: ConfDepart@aol.com.

Virginia Mayors Institute, Oct. 18-20, Norfolk

Designed to give an overview of the powers and duties of council members to newly-elected municipal officials. Held at the Norfolk Marriott Waterside in conjunction with VML Annual Conference. Sponsored by VML, the Weldon Cooper Center for Public Service at the University of Virginia, the Cooperative Extension of Virginia Tech and Virginia State University. Contact Mary Jo Fields: mfields@vml.org or 804/649-8471.

Virginia Municipal League 2002 Annual Conference, Oct. 20-22, Norfolk

VML's annual conference will be held in downtown Norfolk at the Waterside Convention Center. Program will include topical keynote speakers, general sessions, workshops, roundtable discussions, Mayor's Institute, Host City Night, banquet and exhibition hall filled with vendors. For more information, contact VML at 804/649-8471 or via e-mail at: e-mail@vml.org.

IPMA 29th Annual Training Conference and Exposition, Oct. 20-23, Ottawa

International Personnel Management Association annual event is entitled "HR Beyond Borders." Sessions include: Workplace security, workforce planning, managing cultural diversity, wellness/

change management, labor/management partnerships, recruitment strategies, automated learning management systems, strategic management, workplace spirit, total compensation I, self-directed learning, coaching/mentoring, competency-based HR, employee recognition, challenges of health care cost containment, evaluating HR, legal update. Registration fee for U.S. delegate is \$515 for IPMA members and \$615 for non-members. To register, e-mail the IPMA Training Department at: training@ipma-hr.org. For complete exhibitor information, visit: http://www.ipma-hr.org/public/training_template.cfm?ID=4, or contact: lthompson@ipma-hr.org. Phone: 703/549-7100; Fax: 703/684-0948.

Association of Government Accountants Annual State and Local Government Leadership Conference, Oct. 23-24, Richmond

Outstanding forum for leaders from state and local governments across the country to join together to share ideas and solutions to their challenges. Offering more than 15 hours of Continuing Professional Education (CPE) credit, the conference educational sessions address the leading issues in state and local government financial management. This conference will be held at the Richmond Marriott.

The deadline for placing a calendar item in the next issue of Update is Friday, June 14. Preferred method of submitting items is via e-mail to David Parsons at: dparsons@vml.org. You may also submit via FAX at: 804/343-3758.

CALENDAR

**National League of Cities
2002 Congress of Cities and Exposition
Dec. 3-7, 2002 — Salt Lake City, Utah
Salt Palace Convention Center**

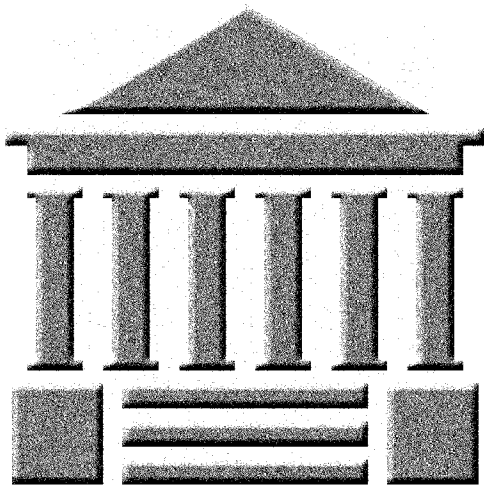
Featuring:

- Quality general sessions with premier speakers;
- Workshops on current topics;
- Several host city mobile workshops on a broad range of successful programs — including learning from the region's Winter Olympic experience;
- Leadership Training Institute Seminars on Tuesday and Wednesday;
- More than 300 exhibit booths showcasing goods and services to meet cities' needs;
- Special resources and conference registration rate for first-time attendees and;
- A GREAT closing event highlighting Salt Lake City's ethnic diversity through food, entertainment and dancing to wrap up the conference on Saturday night.

Visit the NLC web site at www.nlc.org for the most up-to-date information on the conference and visit the Salt Lake City Convention and Visitors Bureau web site at www.visitsaltlake.com to learn more about the city.

Conference registration information available in late June.

Questions: Call NLC at (202) 626-3105



Virginia Regulatory Town Hall

www.townhall.state.va.us

The Town Hall offers one-stop shopping on state regulations and is a free service of the Commonwealth of Virginia.

Update

The newsletter of the
Virginia Municipal League

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